

Provide leadership for your team

Overview

This standard covers the competences you need to provide leadership for your team in accordance with approved procedures and practices.

You will be required to demonstrate that you can ensure that each member of the team has personal work objectives and understands how achieving these will contribute to achievement of the team's objectives in accordance with approved procedures and practices.

This activity is likely to be undertaken by someone whose work role involves Weapons, Ordnance, Munitions or Explosives work activities. This includes people working as test and evaluation operators.

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Performance criteria

- You must be able to:*
- P1 set out and positively communicate the purpose and objectives of the team to all members
 - P2 involve members in planning how the team will achieve its objectives
 - P3 ensure that each member of the team has personal work objectives and understands how achieving these will contribute to achievement of the team's objectives
 - P4 encourage and support team members to achieve their personal work objectives and those of the team and provide recognition when objectives have been achieved
 - P5 win through your performance the trust and support of the team for your leadership
 - P6 steer the team successfully through difficulties and challenges, including conflict within the team
 - P7 encourage and recognize creativity and innovation within the team
 - P8 give team members support and advice when they need it especially during periods of setback and change
 - P9 motivate team members to present their own ideas and listen to what they say
 - P10 encourage team members to take the lead when they have the knowledge and expertise and show willingness to follow this lead
 - P11 monitor activities and progress across the team without interfering

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Knowledge and understanding

You need to know and understand:

- K1 different ways of communicating effectively with members of a team
- K2 how to set objectives which are SMART (Specific, Measurable, Achievable, Realistic and Time-bound)
- K2 how to plan the achievement of team objectives and the importance of involving team members in this process
- K3 the importance of and being able to show team members how personal work objectives contribute to achievement of team objectives
- K4 that different styles of leadership exist
- K5 how to select and successfully apply a limited range of different methods for motivating, supporting and encouraging team members and recognizing their achievements
- K6 types of difficulties and challenges that may arise, including conflict within the team and ways of identifying and overcoming them
- K7 the importance of encouraging others to take the lead and ways in which this can be achieved
- K8 the benefits of and how to encourage and recognize creativity and innovation within a team
- K9 legal, regulatory and ethical requirements in the industry/sector
- K10 the members, purpose, objectives and plans of your team
- K11 the personal work objectives of members of your team
- K12 the types of support and advice that team members are likely to need and how to respond to these
- K13 standards of performance for the work of your team

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Scope/range

1. You create a sense of common purpose
2. You take personal responsibility for making things happen
3. You encourage and support others to take decisions autonomously
4. You act within the limits of your authority
5. You make time available to support others
6. You show integrity, fairness and consistency in decision-making
7. You seek to understand people's needs and motivations
8. You model behaviour that shows respect, helpfulness and co-operation

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